

May 18, 1972

MEMORANDUM

TO: The Boston Redevelopment Authority

FROM: Robert T. Kenney, Director

SUBJECT: Revised Salary Range and Step Plan

Proposed Salary Range and Step Plan submitted at the April 27, 1972 meeting was tabled and is resubmitted with modified explanatory material below to clarify the presentation.

Proposed Revised Salary Range and Step Plan Attachment II, replaces the August 1, 1970 Salary Plan with the following revisions.

1. Grade 4 Step 1 \$5,011 changed to \$5,000. \$5,011 was a clerical error in the 8/1/70 plan.
2. Recomputes Steps 2 through 6 to assure that the difference between steps is actually 5%. The \$400 COL Increment on 8/1/70 reduced the differential between steps to less than 5%. Attachment III indicates the new step 2 through 6 salary on the upper line and the 8/1/70 salary and the recomputed differential increase at each step. This increase compounds from \$20 annually at Step 2 to \$110 annually at Step 6.
3. Adds selective longevity steps 7, 8, and 9 to the Authority's revised Salary Plan as "selective longevity" steps of 5% each. Employees in Step 6 would be eligible, after evaluation and 24 months in Step 6, with Director's recommendation and Authority approval to move to Step 7. The same procedure would be utilized for Step 7 employees to move to Steps 8 and 9 after 24 months in each preceding step provided their performance warrants an increase. In this manner, an employee could move from Step 6 to 9, in the same grade, over a 6 year period, 24 months per step, with an annual average increase of 2.5%.
4. Adds Grade 16 in proposed Salary Plan for upward flexibility in placement of senior supervisors to reward them for performance and retain comparability with the outside market value of essential senior employees.

An appropriate vote is attached

Confidential - Executive Session (3)

\* Increments in Steps 1 thru 6  
rescinded at meeting of 6/1/72

II

BOSTON REDEVELOPMENT AUTHORITY

SALARY RANGE AND STEP PLAN

MAY 1, 1972

STEPS

GRADE	1	2	3	4	5	6	7	8	9
1.	4,100	4,305	4,520	4,746	4,983	5,232	5,494	5,769	6,057
2.	4,400	4,620	4,851	5,094	5,349	5,616	5,897	6,192	6,502
3.	4,700	4,935	5,182	5,441	5,713	5,999	6,299	6,614	6,945
4.	5,000	5,250	5,513	5,789	6,078	6,382	6,701	7,036	7,388
5.	5,400	5,670	5,954	6,252	6,565	6,893	7,238	7,600	7,980
6.	5,900	6,195	6,505	6,830	7,172	7,531	7,908	8,303	8,718
7.	6,500	6,825	7,166	7,524	7,900	8,295	8,710	9,146	9,603
8.	7,200	7,560	7,938	8,335	8,752	9,190	9,650	10,133	10,640
9.	8,000	8,400	8,820	9,261	9,724	10,210	10,721	11,257	11,820
10.	8,900	9,345	9,812	10,303	10,818	11,359	11,927	12,523	13,149
11.	9,900	10,395	10,915	11,461	12,034	12,636	13,268	13,931	14,628
12.	11,000	11,550	12,128	12,734	13,371	14,040	14,742	15,479	16,253
13.	12,200	12,810	13,451	14,124	14,830	15,572	16,351	17,169	18,027
14.	13,500	14,175	14,834	15,628	16,409	17,229	18,090	18,995	19,945
15.	14,900	15,645	16,427	17,248	18,110	19,016	19,967	20,965	22,013
16.	16,400	17,220	18,081	18,985	19,934	20,931	21,978	23,077	24,231

## BOSTON REDEVELOPMENT AUTHORITY

## SALARY RANGE AND STEP PLAN

MAY 1, 1972

## STEPS

GRADE	1	2	3	4	5	6	7	8	9
1.	4,100 20.00 Same	4,305 20.00 4,285	4,520 41.00 4,479	4,746 63.00 4,683	4,983 86.00 4,897	5,232 110.00 5,122	5,494	5,769	6,057
2.	4,400 20.00 Same	4,620 20.00 4,600	4,851 41.00 4,810	5,094 64.00 5,030	5,349 87.00 5,262	5,616 111.00 5,505	5,897	6,192	6,502
3.	4,700 20.00 Same	4,935 20.00 4,915	5,182 41.00 5,141	5,441 63.00 5,378	5,713 86.00 5,627	5,999 111.00 5,888	6,299	6,614	6,945
4.	5,000 -11.00 5,011	5,250 20.00 5,230	5,513 41.00 5,472	5,789 63.00 5,726	6,078 86.00 5,992	6,382 110.00 6,272	6,701	7,036	7,388
5.	5,400 20.00 Same	5,670 20.00 5,650	5,954 41.00 5,913	6,252 63.00 6,189	6,565 87.00 6,478	6,893 111.00 6,782	7,238	7,600	7,980
6.	5,900 20.00 Same	6,195 20.00 6,175	6,505 41.00 6,464	6,830 63.00 6,767	7,172 87.00 7,085	7,531 112.00 7,419	7,908	8,303	8,718
7.	6,500 20.00 Same	6,825 20.00 6,805	7,166 41.00 7,125	7,524 63.00 7,461	7,900 86.00 7,814	8,295 110.00 8,185	8,710	9,146	9,603
8.	7,200 20.00 Same	7,560 20.00 7,540	7,938 41.00 7,897	8,335 63.00 8,272	8,752 86.00 8,666	9,190 111.00 9,079	9,650	10,133	10,640
9.	8,000 20.00 Same	8,400 20.00 8,380	8,820 41.00 8,779	9,261 63.00 9,198	9,724 86.00 9,638	10,210 110.00 10,100	10,721	11,257	11,820
10.	8,900 20.00 Same	9,345 20.00 9,325	9,812 41.00 9,771	10,303 63.00 10,240	10,818 86.00 10,732	11,359 110.00 11,249	11,927	12,523	13,149
11.	9,900 20.00 Same	10,395 20.00 10,375	10,915 41.00 10,874	11,461 63.00 11,398	12,034 86.00 11,948	12,636 111.00 12,525	13,268	13,931	14,628
12.	11,000 20.00 Same	11,550 20.00 11,530	12,128 41.00 12,037	12,734 63.00 12,671	13,371 86.00 13,285	14,040 111.00 13,929	14,742	15,479	16,253
13.	12,200 20.00 Same	12,810 20.00 12,790	13,451 41.00 13,410	14,124 63.00 14,061	14,830 86.00 14,744	15,572 111.00 15,461	16,351	17,169	18,027
14.	13,500 20.00 Same	14,175 20.00 14,155	14,884 41.00 14,843	15,628 63.00 15,565	16,409 86.00 16,323	17,229 110.00 17,119	18,090	18,995	19,945
15.	14,900 20.00 Same	15,645 20.00 15,625	16,427 41.00 16,386	17,248 63.00 17,185	18,110 86.00 18,024	19,016 111.00 18,905	19,967	20,965	22,013
16.	16,400	17,220	18,081	18,985	19,934	20,931	21,978	23,077	24,231

May 18, 1972

*Voted*

MEMORANDUM

TO: Boston Redevelopment Authority

FROM: Robert T. Kenney, Director

SUBJECT: Proposed Amendment to Personnel Policy  
Amendment No. 15

To ensure that the Authority is in compliance with contractual obligations to HUD and in furtherance of the Authority's Affirmative Action Program, it is proposed that the Authority's Personnel Policy be expanded as noted below:

PERSONNEL POLICY

"1. Basic Principles:

(b) Nondiscrimination:

There shall be no discrimination against employees or applicants for employment on account of race, creed, color, national origin, sex, or any political or union affiliations."

Add second paragraph to 1.(b) as Amendment No. 15:

\\ "The Authority will take affirmative action to insure that applicants are employed, and that employees are treated during employment without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship." //

This action is necessary to show good faith and a moral and contractual obligation to take affirmative steps to promote equal opportunity practices.

